



General Assembly

January Session, 2015

Raised Bill No. 6980

LCO No. 4668



Referred to Committee on EDUCATION

Introduced by:
(ED)

AN ACT CONCERNING THE TIMING OF TEACHER PERFORMANCE EVALUATIONS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 10-151b of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2015*):

3 (a) The superintendent of each local or regional board of education
4 shall annually evaluate or cause to be evaluated each teacher, and for
5 the school year commencing July 1, 2013, and each school year
6 thereafter, such annual evaluations shall be the teacher evaluation and
7 support program adopted pursuant to subsection (b) of this section.
8 The superintendent may conduct additional formative evaluations
9 toward producing an annual summative evaluation. An evaluation
10 pursuant to this subsection shall include, but need not be limited to,
11 strengths, areas needing improvement, strategies for improvement and
12 multiple indicators of student academic growth. Claims of failure to
13 follow the established procedures of such teacher evaluation and
14 support program shall be subject to the grievance procedure in
15 collective bargaining agreements negotiated subsequent to July 1, 2004.

16 In the event that a teacher does not receive a summative evaluation
17 during the school year, such teacher shall receive a "not rated"
18 designation for such school year. The superintendent shall report (1)
19 the status of teacher evaluations to the local or regional board of
20 education on or before June [first] thirtieth of each year, and (2) the
21 [status] results of the implementation of the teacher evaluation and
22 support program for the previous school year, including the frequency
23 of evaluations, aggregate evaluation ratings, the number of teachers
24 who [have] were not [been] evaluated and other requirements as
25 determined by the Department of Education, to the Commissioner of
26 Education on or before [June thirtieth] September fifteenth of each
27 year. For purposes of this section, the term "teacher" [shall include]
28 includes each professional employee of a board of education, below
29 the rank of superintendent, who holds a certificate or permit issued by
30 the State Board of Education.

31 (b) Except as provided in subsection (d) of this section, not later
32 than [September 1, 2013] October fifteenth, annually, each local and
33 regional board of education shall adopt and [implement] submit to the
34 State Board of Education for approval, a teacher evaluation and
35 support program that is consistent with the guidelines for a model
36 teacher evaluation and support program adopted by the State Board of
37 Education, pursuant to subsection (c) of this section. Such teacher
38 evaluation and support program shall be developed through mutual
39 agreement between the local or regional board of education and the
40 professional development and evaluation committee for the school
41 district, established pursuant to subsection (b) of section 10-220a. If a
42 local or regional board of education is unable to develop a teacher
43 evaluation and support program through mutual agreement with such
44 professional development and evaluation committee, then such board
45 of education and such professional development and evaluation
46 committee shall consider the model teacher evaluation and support
47 program adopted by the State Board of Education, pursuant to
48 subsection (c) of this section, and such board of education may adopt,

49 through mutual agreement with such professional development and
50 evaluation committee, such model teacher evaluation and support
51 program. If a local or regional board of education and the professional
52 development and evaluation committee are unable to mutually agree
53 on the adoption of such model teacher evaluation and support
54 program, then such board of education shall adopt and implement a
55 teacher evaluation and support program developed by such board of
56 education, provided such teacher evaluation and support program is
57 consistent with the guidelines adopted by the State Board of
58 Education, pursuant to subsection (c) of this section. [Each] Following
59 approval of the teacher evaluation and support program by the State
60 Board of Education, each local and regional board of education [may
61 commence implementation of] shall implement the teacher evaluation
62 and support program adopted and approved pursuant to this
63 subsection. [in accordance with a teacher evaluation and support
64 program implementation plan adopted pursuant to subsection (d) of
65 this section.]

66 (c) (1) On or before July 1, 2012, the State Board of Education shall
67 adopt, in consultation with the Performance Evaluation Advisory
68 Council established pursuant to section 10-151d, guidelines for a
69 model teacher evaluation and support program. Such guidelines shall
70 include, but not be limited to, (A) the use of four performance
71 evaluations designators: Exemplary, proficient, developing and below
72 standard; (B) the use of multiple indicators of student academic
73 growth and development in teacher evaluations; (C) methods for
74 assessing student academic growth and development; (D) a
75 consideration of control factors tracked by the state-wide public school
76 information system, pursuant to subsection (c) of section 10-10a, that
77 may influence teacher performance ratings, including, but not limited
78 to, student characteristics, student attendance and student mobility; (E)
79 minimum requirements for teacher evaluation instruments and
80 procedures, including scoring systems to determine exemplary,
81 proficient, developing and below standard ratings; (F) the

82 development and implementation of periodic training programs
83 regarding the teacher evaluation and support program to be offered by
84 the local or regional board of education or regional educational service
85 center for the school district, to teachers who are employed by such
86 local or regional board of education and whose performance is being
87 evaluated and to administrators who are employed by such local or
88 regional board of education and who are conducting performance
89 evaluations; (G) the provision of professional development services
90 based on the individual or group of individuals' needs that are
91 identified through the evaluation process; (H) the creation of
92 individual teacher improvement and remediation plans for teachers
93 whose performance is developing or below standard, designed in
94 consultation with such teacher and his or her exclusive bargaining
95 representative for certified teachers chosen pursuant to section 10-
96 153b, and that (i) identify resources, support and other strategies to be
97 provided by the local or regional board of education to address
98 documented deficiencies, (ii) indicate a timeline for implementing such
99 resources, support, and other strategies, in the course of the same
100 school year as the plan is issued, and (iii) include indicators of success,
101 including a summative rating of proficient or better immediately at the
102 conclusion of the improvement and remediation plan; (I) opportunities
103 for career development and professional growth; and (J) a validation
104 procedure to audit evaluation ratings of exemplary or below standard
105 by the department or a third-party entity approved by the department.

106 (2) The State Board of Education shall, following the completion of
107 the teacher evaluation and support pilot program, pursuant to section
108 10-151f, and the submission of the study of such pilot program,
109 pursuant to section 10-151g, review and may revise, as necessary, the
110 guidelines for a model teacher evaluation and support program and
111 the model teacher evaluation and support program adopted under this
112 subsection.

113 (3) On and after July 1, 2015, the State Board of Education may
114 revise, as necessary, in consultation with the Performance Evaluation

115 Advisory Council established pursuant to section 10-151d, the
116 guidelines for a model teacher evaluation and support program and
117 the model teacher evaluation and support program adopted under this
118 subsection.

119 (d) [A local or regional board of education may phase in full
120 implementation of the teacher evaluation and support program
121 adopted pursuant to subsection (b) of this section during the school
122 years commencing July 1, 2013, and July 1, 2014, pursuant to a teacher
123 evaluation and support program implementation plan adopted by the
124 State Board of Education, in consultation with the Performance
125 Evaluation Advisory Council, not later than July 1, 2013. The
126 Commissioner of Education may waive the provisions of subsection
127 (b) of this section and the implementation plan provisions of this
128 subsection for any local or regional board of education that has
129 expressed an intent, not later than July 1, 2013, to adopt a teacher
130 evaluation program for which such board requests a waiver in
131 accordance with this subsection.] The Commissioner of Education
132 may grant a waiver of the provisions of subsection (b) of this section
133 for any requesting local or regional board of education that has
134 adopted a teacher evaluation and support program that the State
135 Board of Education determines is in substantial compliance with the
136 model teacher evaluation and support program guidelines.

137 Sec. 2. Subsection (b) of section 10-151d of the general statutes is
138 repealed and the following is substituted in lieu thereof (*Effective July*
139 *1, 2015*):

140 (b) The council shall be responsible for (1) assisting the State Board
141 of Education in the development of (A) guidelines for a model teacher
142 evaluation and support program, and (B) a model teacher evaluation
143 and support program, pursuant to subsection (c) of section 10-151b,
144 and (2) the data collection and evaluation support system, pursuant to
145 subsection (c) of section 10-10a. [and (3) assisting the State Board of
146 Education in the development of a teacher evaluation and support

147 program implementation plan, pursuant to subsection (e) of section 10-
148 151b.] The council shall meet at least quarterly.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2015</i>	10-151b
Sec. 2	<i>July 1, 2015</i>	10-151d(b)

Section 1	<i>July 1, 2015</i>	10-151b
Sec. 2	<i>July 1, 2015</i>	10-151d(b)

Statement of Purpose:

To extend the deadline for when a superintendent shall report on the teacher evaluation and support program to the local or regional board of education and the Commissioner of Education, to require boards of education to annually adopt teacher evaluation and support programs and to require the State Board of Education to annually approve such teacher evaluation and support programs, to extend the deadline for boards of education to adopt such teacher evaluation and support programs, and to authorize the State Board of Education to revise, as necessary, in consultation with the Performance Evaluation Advisory Council, the guidelines for a model teacher evaluation and support program and the model teacher evaluation and support program.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]